

Subject Index

Bargaining

Bargaining in a nonbargaining environment: A case study (SU 93), 85-93.

Coalition and concession bargaining: Connecticut's experience during the 1991 fiscal crisis (SU 93), 73-84.

Cooperating for quality: Union-management partnership in the U.S. Department of Labor (SU 93), 94-107.

Mandatory subjects of bargaining: What public employee relation boards and the courts are deciding (SU 93), 58-72.

Middle managers in the bargaining unit (SU 93), 29-57.

Public sector collective bargaining: Is the glass half full, half empty or broken? (SU 93), 19-28.

Public sector labor relations: A symposium (SU 93), 5-107.

Union donations to congressional candidates: A test of exchange theory (SU 93), 8-18.

Careers

Career anchor theory: A useful framework for federal managers (FA 93) 27-42.

Compensation

A note on job transfer, pension portability, and compensating salary differentials (WI 93), 76-86.

The paradox of merit pay in the public sector: Persistence of a problematic procedure (SP 93), 45-64.

Three decades of experience with the Equal Pay Act (FA 93) 43-58.

Equal Employment Opportunity

A case for moving from tolerance to valuing diversity: The issue of reli-

giously distinctive dress and appearance (SP 93), 29-44.

Competing for talent and diversity in local government personnel: Recruitment practices in Illinois local government (WI 93), 22-37.

Glass ceilings in the military: The promotion record of the United States Air Force (FA 93), 5-26.

Racial integration in the American federal government: With special reference to Asian-Americans (WI 93), 52-66

Three decades of experience with the Equal Pay Act (FA 93) 43-58.

Human Resources

Strategic human resource management: Transforming federal civil service (FA 93) 59-71.

Incentives, costs, and barriers for volunteers: A staff perspective on volunteers in one state (WI 93), 67-75.

Personnel Policy

AIDS related attitudes among government employees: Implications for training programs (SP 93), 65-81.

Managing the states' personnel systems: The actors, orientations and issues (WI 93), 5-21.

Professional norms and actual practices in local personnel administration: A status report (SP 93), 5-28.

Productivity

The old employee suggestion box: An undervalued force for productivity improvement (SP 93), 82-92.

Cooperating for quality: Union management partnership in the U.S. Department of Labor (SU 93), 94-107.

Public Attitudes

Rebuilding the public service: Researching the origins of public per-

Subject Index

Bargaining

Bargaining in a nonbargaining environment: A case study (SU 93), 85-93.

Coalition and concession bargaining: Connecticut's experience during the 1991 fiscal crisis (SU 93), 73-84.

Cooperating for quality: Union-management partnership in the U.S. Department of Labor (SU 93), 94-107.

Mandatory subjects of bargaining: What public employee relation boards and the courts are deciding (SU 93), 58-72.

Middle managers in the bargaining unit (SU 93), 29-57.

Public sector collective bargaining: Is the glass half full, half empty or broken? (SU 93), 19-28.

Public sector labor relations: A symposium (SU 93), 5-107.

Union donations to congressional candidates: A test of exchange theory (SU 93), 8-18.

Careers

Career anchor theory: A useful framework for federal managers (FA 93) 27-42.

Compensation

A note on job transfer, pension portability, and compensating salary differentials (WI 93), 76-86.

The paradox of merit pay in the public sector: Persistence of a problematic procedure (SP 93), 45-64.

Three decades of experience with the Equal Pay Act (FA 93) 43-58.

Equal Employment Opportunity

A case for moving from tolerance to valuing diversity: The issue of reli-

giously distinctive dress and appearance (SP 93), 29-44.

Competing for talent and diversity in local government personnel: Recruitment practices in Illinois local government (WI 93), 22-37.

Glass ceilings in the military: The promotion record of the United States Air Force (FA 93), 5-26.

Racial integration in the American federal government: With special reference to Asian-Americans (WI 93), 52-66.

Three decades of experience with the Equal Pay Act (FA 93) 43-58.

Human Resources

Strategic human resource management: Transforming federal civil service (FA 93) 59-71.

Incentives, costs, and barriers for volunteers: A staff perspective on volunteers in one state (WI 93), 67-75.

Personnel Policy

AIDS related attitudes among government employees: Implications for training programs (SP 93), 65-81.

Managing the states' personnel systems: The actors, orientations and issues (WI 93), 5-21.

Professional norms and actual practices in local personnel administration: A status report (SP 93), 5-28.

Productivity

The old employee suggestion box: An undervalued force for productivity improvement (SP 93), 82-92.

Cooperating for quality: Union management partnership in the U.S. Department of Labor (SU 93), 94-107.

Public Attitudes

Rebuilding the public service: Researching the origins of public per-

ceptions of the public service in children's literature (FA 93) 72-78.

Public Employees

Big, little, littler: Synthesizing Hatch Act-based political activity legislation research (WI 93), 38-51.

Recruitment

Competing for talent and diversity in local government personnel: Recruitment practices in Illinois local government (WI 93), 22-37.

Incentives, costs, and barriers for volunteers: A staff perspective on volunteers in one state (WI 93), 67-75.

Turnover

Incentives, costs, and barriers for volunteers: A staff perspective on volunteers in one state (WI 93), 67-75.

Workplace

AIDS related attitudes among government employees: Implications for training programs (SP 93), 65-81.

Author Index

Alderman, Jeanette. Incentives, costs, and barriers for volunteers: A staff perspective for volunteers in one state (WI 93), 67-75.

Armshaw, Jim. Cooperating for quality: Union-management partnership in the U. S. Department of Labor (SU 93), 94-107.

Baldwin, J. Norman. Glass ceilings in the military: The promotion record of the United States Air Force (FA 93) 5-26.

Ball, Carolyn. Union donations to congressional candidates: A test of exchange theory (SU 93), 8-18.

Barth, Thomas J. Career anchor theory: A useful framework for federal managers (FA 93) 27-42.

Biloon, Sandra. Coalition and concession bargaining: Connecticut's experience during the 1991 fiscal crisis (SU 93), 73-84.

Carnevale, David G. The old employee suggestion box: An undervalued force for productivity improvement (SP 93), 82-92; Cooperating for quality: Union-management partnership in the U.S. Department of Labor (SU 93), 94-107.

Chilton, Bradley S. Rebuilding the public service: Researching the origins of public perceptions of the public service in children's literature (FA 93) 72-78.

Chilton, Lisa M. Rebuilding the public service: Researching the origins of public perceptions of the public service in children's literature (FA 93) 72-78.

Desai, Uday. Competing for talent and diversity in local government personnel: Recruitment practices in Illinois local government (WI 93), 22-37.

Fox, Siegrun F. Professional norms and actual practices in local personnel administration: A status report (SP 93), 5-28.

Grady, Dennis O. Managing the states' personnel systems: The actors, orientations and issues (WI 93), 5-21.

Greenlaw, Paul S. Three decades of experience with the Equal Pay Act (FA 93) 43-58.

Guajardo, Salomon A. Hispanics in the Senior Executive Service: Revisted (FA 93) 79, 81-90.

Hamman, John A. Competing for talent and diversity in local government personnel: Recruitment practices in Illinois local government (WI 93), 22-37.

Hegji, Charles. A note on job transfer, pension portability, and competing salary differentials (WI 93), 76-86.

Hunt, Brian. Managing the states' personnel systems: The actors, orientations and issues (WI 93), 5-21.

Kearney, Richard C., Editor. Public sector labor relations: A symposium. Introduction to symposium (SU 93), 5-107.

Keeton, Kato B. AIDS related attitudes among government employees: Implications for training programs (SP 93), 65-81.

- Kellough, J. Edward. The paradox of merit pay in the public sector: Persistence of a problematic procedure (SP 93), 45-64.
- Kim, Pan Suk. Racial integration in the American federal government: With special reference to Asian Americans (WI 93), 52-66.
- Klingner, Donald E. Public sector collective bargaining: Is the glass half full, half empty or broken (SU 93), 19-28.
- Lee, Robert D., Jr. Three decades of experience with the Equal Pay Act (FA 93) 43-58.
- Lu, Haoran. The paradox of merit pay in the public sector: Persistence of a problematic procedure (SP 93), 45-64.
- Mitchell, Thomas. Competing for talent and diversity in local government personnel: Recruitment practices in Illinois local government (WI 93), 22-37.
- Perry, James L. Strategic human resource management (FA 93) 59-71.
- Pynes, Joan. Mandatory subjects of bargaining: What public employee relations boards and the courts are deciding (SU 93), 58-72.
- Robinson, Maynard. Middle managers in the bargaining unit (SU 93), 29-57.
- Rothwell, Bruce A. Glass ceilings in the military: The promotion record of the United States Air Force (FA 93) 5-26.
- Schachter, Hindy Lauer. A case for moving from tolerance to valuing diversity: The issue of religiously distinctive dress and appearance (SP 93), 29-44.
- Sisneros, Antonio. Apologists and the big picture (FA 93) 79-80.
- Swanson, Cheryl. Bargaining in a nonbargaining environment: A case study (SU 93), 85-93.
- Thurber, Karl T., Jr. Big, little, littler: Synthesizing Hatch Act-based political activity legislation research (WI 93), 38-51.
- Waltuck, Bruce. Cooperating for quality: Union-management partnership in the U. S. Department of Labor (SU 93), 94-107.
- Wandersman, Abraham. Incentives, costs, and barriers for volunteers: A staff perspective for volunteers in one state (WI 93), 67-75.

Book Reviews Index

- Daley, Dennis. *Performance appraisal in the public sector: Techniques and applications*. Reviewed by W. David Patton (FA 93) 91-93.
- Deep, Sam and Lyle Sussman. *What to say to get what you want*. Reviewed by Ronald J. Fedorowicz (WI 93), 89-90.
- Manski, Charles F. and Irwin Garfinkel, eds. *Evaluating welfare and training programs*. Reviewed by David Sink (WI 93), 88-89.
- McCaffery, Robert M. *Employees benefit programs: A total compensation perspective*, 2nd edition. Reviewed by H. Charles Sakwa (SP93), 94-95.
- Murray, Margo with Marina A. Owen. *Beyond the myths of mentoring: How to facilitate an effective mentoring program*. Reviewed by Stephanie Witt (SP 93), 93-94.
- Sims, Henry P., Jr. and Peter Lorenzi. *The new leadership paradigm: Social learning and cognition in organizations*. Reviewed by Linda C. Winner (WI 93), 87-88.

